

Endorsement Clinical Interview Question List

#	QUESTION	Answers From
1	<p>Describe the importance of good communication as it relates to service delivery.</p> <ul style="list-style-type: none"> • With other agencies <ul style="list-style-type: none"> ○ What are the other organizations in the community that may be working with an individual receiving this service? ○ How will staff maintain the necessary communication to collaborate to assist the individual in meeting his/her needs? • Communication with the consumer. <ul style="list-style-type: none"> ○ Talk about how communication can impact service delivery to an individual. ○ Talk about verbal and nonverbal communication, including body language. 	LP, QP, AP, PP
2	<p>What do you think is the purpose of clinical supervision?</p> <ul style="list-style-type: none"> • How often do you receive clinical supervision? <ul style="list-style-type: none"> ○ How is it provided? ○ Do you ever seek it out? • Give an example of how you and your supervisor use clinical supervision. • Do you have a supervision plan in place or are you in the process of developing one? 	LP, QP, AP, PP
3	<p>What is cultural competency?</p> <p>What are the different cultures that are present in your service delivery area?</p> <p>How does the agency address cultural competency issues?</p> <p>How does being or not being culturally competent impact service delivery?</p> <p>Give examples of the impact of culture on engagement in treatment for the population to be served.</p>	LP, QP AP, PP
4	<p>Why is it important that primary health care and behavioral healthcare be integrated?</p> <p>Explain the impact physical health issues may have on treatment delivery.</p> <p>Give specific examples related to the age/disability of individuals served by your program.</p> <p>Explain a situation in which immediate verbal communication with the health care provider might be necessary. Give an example for a consumer of:</p> <ul style="list-style-type: none"> • mental health services • substance abuse services • Give an example for an individual with intellectual or developmental disabilities 	LP, QP
5	<p>How do you identify and access resources in the community that you and the consumer have determined necessary?</p> <p>What do you do if you cannot find something in the community to meet those needs?</p>	LP, QP
6	<p>Explain how a comprehensive clinical assessment assists the treatment provider in determining the clinically indicated (medically necessary) level of care for the individual. What standardized assessment tools are used to assist in making this determination?</p> <ul style="list-style-type: none"> • For SA services, how is the ASAM-Patient Placement Criteria utilized to determine appropriate level of care? • (For DD providers, talk about all of the tools that are used to make a determination for CAP eligibility as well as the discreet services needed.) • Explain the relationship between the comprehensive clinical assessment, person centered planning and service delivery. • How is assessment used to determine progress and/or the need for an alternate level of care? 	LP, QP
7	<p>How do you assist the consumer in identifying the family members, friends or supports to involve in the planning process and service delivery?</p>	LP, QP
8	<p>How do you assist the consumer in understanding his/her diagnosed illness and the impact it has on his/her life?</p> <p>Is it important for the consumer/family to have this knowledge to be successfully engaged in the treatment process? Why or why not?</p>	LP, QP

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9	Explain what is meant by a strengths based approach to treatment services. How do you encourage consumers and assist them in becoming empowered or achieving self-determination? Give examples if you have (or would) do this.	LP, QP
10	Describe the population that you expect to work with in the delivery of this service. Describe the symptoms and behaviors that will be addressed in the delivery of this service.	LP, QP, AP, PP
11	Identify specific types of treatment/habilitation interventions, practices/approaches that are used for <ul style="list-style-type: none"> • consumers with substance related disorders§ consumers with mental illness • individuals with IDD • consumers who are dually diagnosed. Explain the reasoning behind choosing a specific clinical practice for the population to be served. When using a specific practice, how do you adapt the interventions to meet the needs of an individual? Describe how the needs/preferences of the individual will be addressed. Be specific to the population served by your program.	LP, QP
12	Explain the essential factors to consider when performing a thorough risk assessment and developing a crisis plan for an individual.	LP, QP
13	What are indicators that an individual's crisis plan may need to be implemented? What would you do?	LP, QP, AP, PP
14	What role does medication play in the recovery process? Describe how the staff, consumer and physician work together regarding the use of medication to support the individual in the recovery process.	LP, QP, AP, PP
15	Describe services within a continuum of care that the population to be served could require. How would you determine the need for an alternate level of care than that which is currently being provided?	LP, QP
16	What would you do if you thought the individual's needs were not being met within the delivery of this service?	LP, QP, AP, PP
17	How do you incorporate discharge planning in the service delivery process?	LP, QP
18	Explain why it is important to practice within the scope of your expertise.	LP, QP, AP, PP
19	Describe the service you have been hired to provide. <ul style="list-style-type: none"> • If your agency has chosen a specific model for the provision of the service, talk about the implementation of that model with the consumers you will serve. 	LP, QP, AP, PP

NOTE: THIS SHEET MUST BE RETURNED TO THE LME STAFF UPON COMPLETION OF THE INTERVIEW. PLEASE DO NOT TAKE IT WITH YOU. THANK YOU.